LIST OF ALL FULL-TIME JOBS FILLED FOR THE 12 MONTH PERIOD OF <u>AUGUST 1, 2024</u> through <u>July 31, 2025</u>

Complete this worksheet continuously every time a vacancy is filled.

Job Title:	Account Executive	Date Filled:	9/30/2024
Job Title:	Account Executive	Date Filled:	2/3/2025
Job Title:		Date Filled:	_
Job Title:		Date Filled:	
Job Title:		Date Filled:	
		Date Filled:	
Job Title:		Date Filled:	
Job Title:			
Job Title:		Date Filled:	
Job Title:		Date Filled:	
Job Title:		Date Filled:	
Job Title:		Date Filled:	
Job Title:		Date Filled:	
Job Title:		Date Filled:	

LIST OF RECRUITMENT SOURCES USED TO FILL EACH VACANCY

Complete this worksheet after filling a full time vacancy. Use as many copies as are necessary. Include organizations requesting notice of vacancy.

Title for Vacancy:	Account Executive	Date Vacancy Filled: _	9/30/2024
Recruitment Source	e for Actual Hire:	Indeed.com	

* * * * *

RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY

Name and Address of Source	Contact Person and Phone Number
2024-2025 EEO	Outreach List
Careerpage.org	g Post 8/20/24
Indeed.com F	Post 8/20/24
IL Broadcaster	s Association
On Aiı	r Ads
Faceboo	ok Post

LIST OF RECRUITMENT SOURCES USED TO FILL EACH VACANCY

Complete this worksheet after filling a full time vacancy. Use as many copies as are necessary. Include organizations requesting notice of vacancy.

Title for Vacancy:	Account Executive	Date Vacancy Filled:	2/3/2025
Recruitment Source	for Actual Hire:	On Air Ads	

* * * * *

RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY

Name and Address of Source	Contact Person and Phone Number
2024-2025 EEO	Outreach List
Careerpage.org	g Post 8/20/24
Indeed.com F	Post 8/20/24
IL Broadcaster	s Association
On Aiı	r Ads

YEARLY TOTAL NUMBER OF INTERVIEWEES AND TOTAL NUMBER OF INTERVIEWEES REFFERED BY EACH RECRUITMENT SOURCE

Complete this worksheet on the anniversary date of the renewal filing due date using the Tally of Interviewee Sources for Each Full-Time Vacancy (Page 16)

Recruitment Source Name	Total Number
Total Number of Interviewees Referred by Each Recruitment Source	::
Total Number of Persons Interviewed for Full-Time Vacano	cies: 10
Yearly Period Beginning: 2024 Endin	ng: 2025

Recruitment Source Name	Total Number of Interviewees
On Air Ads	4
Indeed.com	4
Station Website	1
Facebook	1

SUMMARY DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Complete this form to summarize the activities compiled on the Description of Supplemental Outreach Initiatives worksheets (page 16). Stations required to engage In four initiatives should use an additional sheet to include remaining initiatives.

2/4 YEAR PERIOD B	EGINNING	August 1, 2022	I AND ENDING _	July 31, 2025
Specify First Initiative:	Coles Count	ty High Schools	Guest Speaker Engaş	gement 9/4/24
Describe activities und	ertaken to fulfi	ll that initiative:	Luci Englum spoke t	o 18 high school
students from Coles Co	ounty IL regard	ling giving back t	o the community to he	lp build brand
awareness while starting	g and running	their own busines	sses.	
Specify Second Initiati	ve: Coles Co	ounty Expo Info	mation Booth 9/19/2	2024
Describe activities und initiative:	ertaken to fulfi	ll that	Renee Fonner hosted	an Informational
iiitiative.			Kenee Former nosted	an imormational
booth at the Coles Cou	nty Expo, spea	king to guests abo	out open positions at C	Cromwell Media

Place in the Public file and post on the station's website annually on the anniversary of the renewal filing date.

2/4 YEAR PERIOD BEGINNING <u>August 1, 2024</u> AND ENDING <u>July 31, 2025</u>
Specify Third Initiative: IL Broadcasters Association Annual Meeting 10/8/24
Engagement 4-2-24
Describe activities undertaken to fulfill that initiative: Luci Englum attended the annual
meeting, participated in sessions on topics necessary for success in sales, importance of building
client relationships and being a local media resource.
Specify Fourth Initiative: Eastern IL University Guest Speaker 10/30/24
Describe activities undertaken to fulfill that initiative: Renee Fonner spoke to students
In Dr. Dales education class about the broadcast industry and giving back to the community.
She also spoke on how Cromwell and its employees are involved in various events in the
community volunteering to make a positive difference.

2/4 YEAR PERIOD BEGINNING August 1, 2024 AND ENDING July 31, 2025
Specify Fifth Initiative: IL State University Guest Speaker 11/4/24
Luci Englum mentored and led a Describe activities undertaken to fulfill that initiative: group
discussion with students regarding growing in the industry, staying current, ways to be
successful in the market, and avenues of best practices. She encourages students to be involved
in and give back to the community to help build individual and station brand awareness.
Specify Sixth Initiative: Eastern IL University & Lakeland College 4-1/25
Describe activities undertaken to fulfill that initiative: Lane Blickem spoke to students who
are pursuing a degree in media regarding the broadcast industry. Spoke about how Cromwell
is involved in various events in the community and non-profits. Additionally, regarding
Positions available within the company.

2/4 YEAR PERIOD BEGINNING August 1, 2024 AND ENDING July 31, 2025			
Specify Seventh Initiative: Lakeland Colleges 8th Grade Career Conference 4/4/25			
Describe activities undertaken to fulfill that initiative: Luci Englum spoke to 2000 eighth			
graders from surrounding communities about the broadcast industry, digital marketing and			
Community involvement. Students inquired about training and education and what a typical			
day in the life of broadcast radio is like.			
Specify Eighth Initiative: Cromwell Media Managers Meeting 7/20/25-7/22/25			
Describe activities undertaken to fulfill that initiative: General Managers, Operations			
Managers and Program Directors meet for a 3 day conference discussing the latest industry			
advances, attend training on tools useful in the industry and a segment on Anti-			
Discrimination training provided by Doug Pierce HR attorney.			

2/4 YEAR PERIOD BEGINNING August 1, 2024 AND ENDING July 31, 2025
Specify Nineth Initiative: Internship Program 2024-2025
Describe activities undertaken to fulfill that initiative: Station hosted interns through
Lakeland College to provide insights into radio and digital daily operations with a strong
Focus in local content, commercial production, community events and live broadcasts.
Specify Tenth Initiative:
Describe activities undertaken to fulfill that initiative:

Job Posting List

Company	Contact	Phone Number	E-Mail	Address	City State Zip
Charleston Chamber of Commerce	Colleen Peterlich		president!charlestonchamber.com	501 Jackson Ave	Charleston, IL 61920
Eastern IL University	Bobbi Kingery	217-581-2412	rkingery@eiu.edu	600 Lincoln Ave	Charleston, IL 61920
Illinois State University-College of Business	Rodger Singley		rbsingl@ilstu.edu	100 N University St	Normal, IL 61761
Lake Land College	Stephanie Anderson	217-234-5253	sfreeman41846@lakelandcollege.edu	5001 Lake Land Blvd	Mattoon, IL 61938
Millikin University		217-362-6424	cappcareers@millikin.edu	1184 West Main St.	Decatur, IL 62522
Richland Community College	Meredith Johnson-Palmer	217-875-7200	careers@richland.edu	College Park Dr.	Decatur, IL 62521
Southern IL University	Jaime Conley	618-453-2391	careerdevelopment@siu.edu	1263 Lincoln Dr.	Carbondale, IL 62901
University of Illinois Chicago	Jonna McHugh	312-996-2300	careerservices@uic.edu	1200 West Harrison St.	Chicago, IL 60607
University of Illinois Urbana		217-333-0820	hireillini@illinois.edu	715 S. Wright St., MC-383	Champaign, IL
IL Broadasters Association	Debra Gray		iba@ilba.org	2501 Chatham Rd. Suite 200	Springfield, IL 62704
IllinoisJobLink.com					
THINOSOGERIMICOM					